

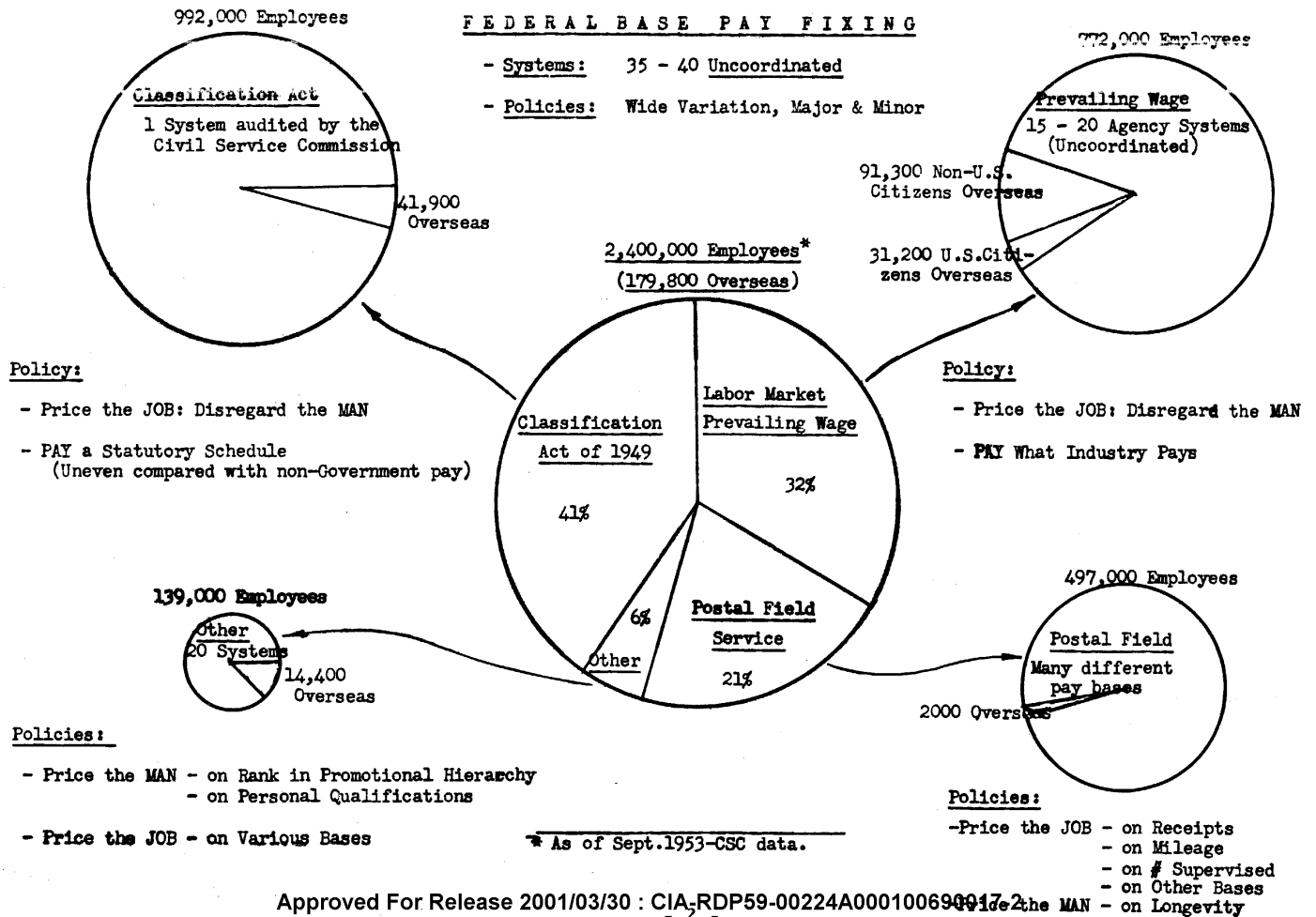
FEDERAL EMPLOYEES' BASE PAY

How It Is Fixed OVERSEAS

- There are 35-40 INDEPENDENT systems used overseas.
- Widely differing principles and policies govern these systems.
- The 179,800 Federal employees stationed overseas are paid in practically as many different ways as are the 2-1/4 million in the United States.
- Each of the 24 agencies operating overseas requires free interchange of personnel between overseas and stateside operations: DIFFERENCES in PAY SYSTEMS complicate this flow.

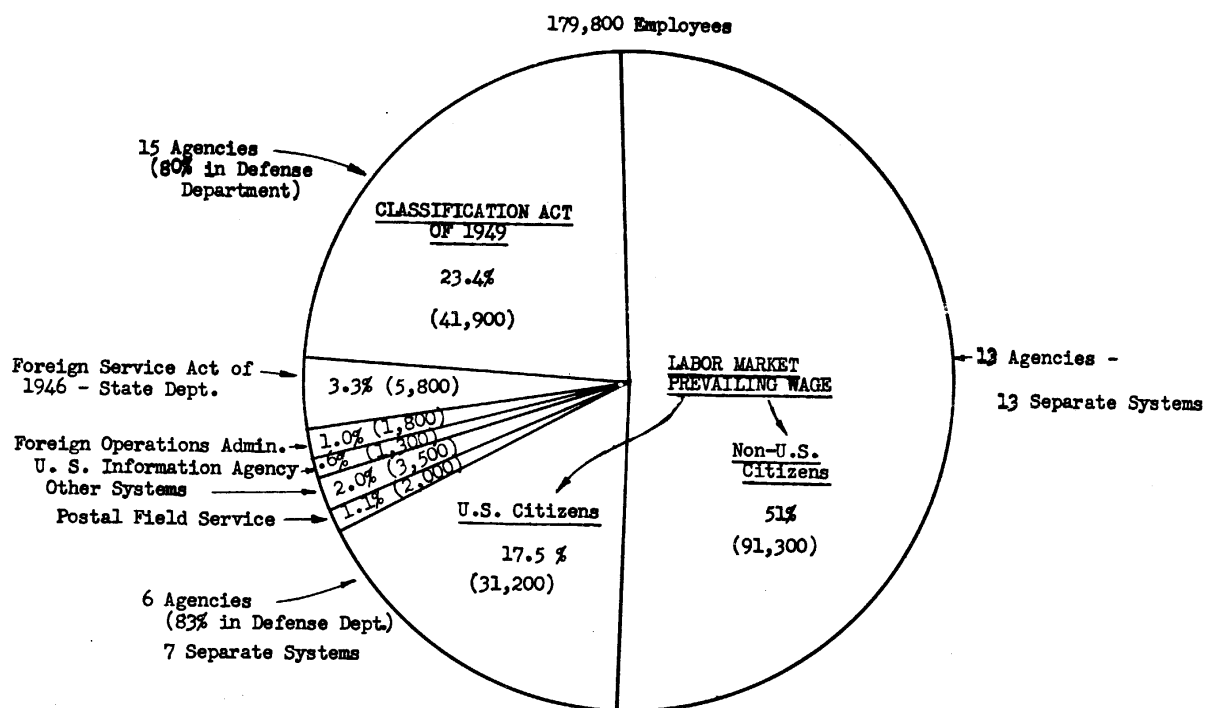
The OVERSEAS PAY SITUATION is so complex and inter-related with the DOMESTIC that it cannot be solved outside the TOTAL Federal pay picture.

The TOTAL Picture ----



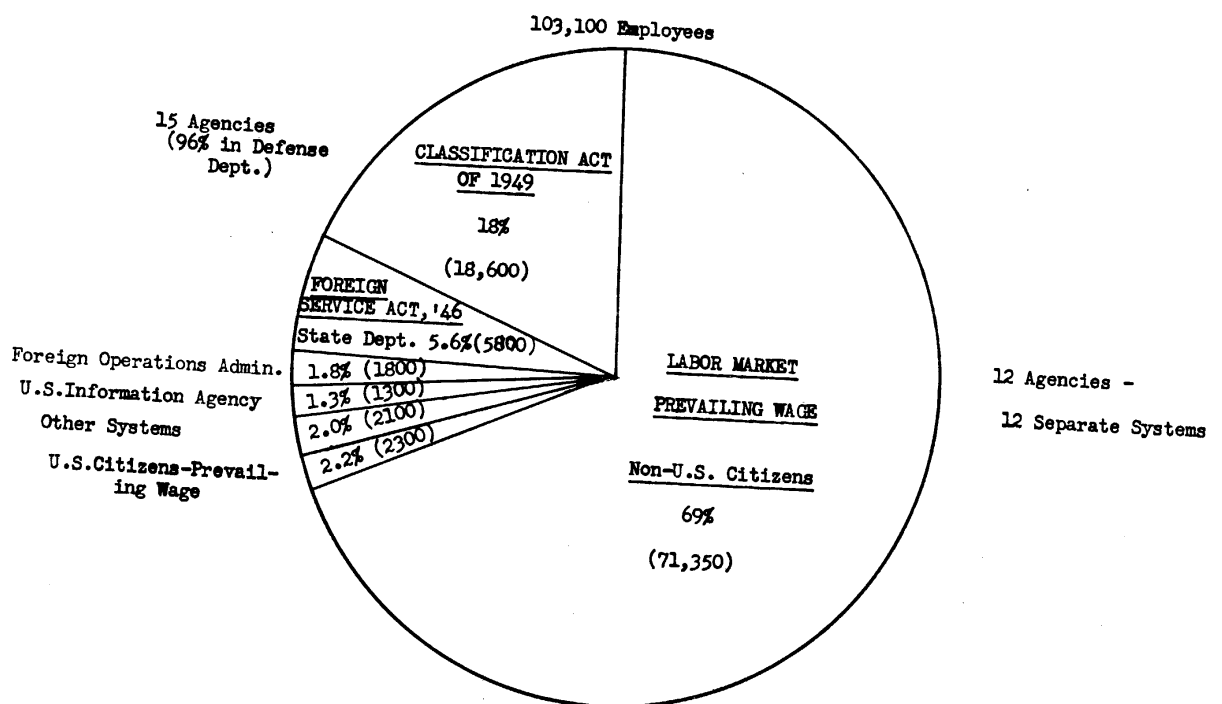
FEDERAL BASE PAY FIXING

OVERSEAS: FOREIGN AREAS & TERRITORIES



FEDERAL BASE PAY FIXING

OVERSEAS: FOREIGN AREAS



FEDERAL BASE PAY FIXING

MANY SYSTEMS APPLICABLE OVERSEAS:		<u>35 - 40 UNCOORDINATED</u>	BB-CSC Report* Page No.
A. Statutory Pay Schedules	1. Classification Act of 1949		80
	2. Foreign Service Act of 1946		86
	3. Postal Pay Act of 1945		90
	4. P. L. 293, 79th Cong. (Vet. Admin., M&S)		91
	5. Executive Pay Act of 1949		92
B. Administrative-Statutory Pay Schedules	1. The Point 4 System		93
	2. Mutual Security Agency (FOA)		95
	3. The Panama Canal Co. - Canal Zone Government		97
	4. Treasury Dept. - U.S.C.G. civilians		100
	5. 11 Other Small but Different Systems		100
C. Labor Market Prevailing Wage Systems	1. Wage Board - General (U.S. Citizens and Non-U.S. Citizens in 15 - 20 Separate Systems)		102
	2. Department of Defense (Several Separate Systems)		102
	3. The Panama Canal Company - Canal Zone Government		108
	4. Department of the Interior		111
	5. Selective Service System		113
	6. Department of State - Non-U.S. Citizens		113

IN ADDITION - There are many other systems applicable within the Continental United States.

\*Report on Overseas Pay and Personnel Practices,  
Senate Committee Print, January 28, 1953,  
Senate Post Office & Civil Service Committee

FEDERAL BASE PAY FIXING

Variations in POLICY -

1. Price the JOB: Disregard the MAN

a. PAY Statutory Salary, or

Classification Act of 1949  
Executive Pay Act of 1949

b. PAY Labor Market Prevailing Rates, or

Wage Board Systems  
Aliens Overseas

c. PAY on Receipts, Mileage, Number Supervised,  
Cubic Footage, etc.

Postal Field Service

OR

2. Price the MAN: Value of the JOB is Incidental or Disregarded

a. On Rank in a Promotional Hierarchy, or

Foreign Service Act of 1946

b. On Personal Qualifications, or

Vet. Admin., M&S; USPHS pro-  
fessional employees

c. On Seniority; Longevity

Postal Field Service

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3. Price the JOB on the Number of Employees SUPERVISED

Postal Field Service

versus

4. Number of Employees SUPERVISED Must NOT Be the Sole Basis  
for Classifying the JOB

Classification Act of 1949